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Leadership and management, theory and practice

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Introduction

Leadership may have a variety of meanings for different people. Leadership is defined as the skill possessed by an individual or group of individuals to guide and lead people or followers of an organisation. Throughout our society, leaders may be found in a variety of areas, ranging from politics to business to community-based organisations to regional governments (Hellriegel, 2019). Organisational management, on the other hand, is a procedure that involves decision-making and organising an organisation's resources in order to achieve the organisation's goal effectively and efficiently. It includes human resource management, financial management, information resource management, and physical resource management. I've picked Beales Department Store as the firm for whom I'll be writing my report. I'm going to talk about leadership and management ideas and models in this section. How the leader uses these theories and models, as well as how the leader of Beales Depart Stores may have an influence on leadership inside the organisation, are all important considerations to consider. In this section, I'll talk about my leadership experiences as well as areas where I think I can grow as a person. This report will also include a roadmap for the development of future leaders.

Brief information about Beales Department Stores

Beales department store is a United Kingdom-based department store chain, which currently operates in three branches, Southport, Poole and Peterborough. This department store was first established by John Beales, which was initially a fancy fair and oriental house. When John Beale's successor, his grandson Frank Beale retires, the company goes into the hand of professional management. Later, In May 2020, the Beales brand was brought by New Start 2020 Limited. Now the brand operates in three branches as well as online (Saini, 2018). In Beales, one can find fashion concession products as well as the products which one can need to make a house home. The company was once on London Stock Exchange-listed. Beales is returning to its roots as a family-owned department store company that offers high-quality brands and items at competitive prices, as well as a dedicated and loyal workforce.

A brief discussion of leadership and management theories.

Leadership theories

Here are some of the main theories which have been described below.

Contingency Theory

As specified by the author, there is no one style that may be applied in every particular circumstance. Any given scenario may be influenced by a variety of elements, and a leader can choose the best course of action depending on the variables available (Osborne, 2019). Effective leadership requires a delicate balancing act between needs, context, and action. In order to be a successful leader, a person must be able to assess the needs of their followers, analyse the situation at hand, and then take action based on their findings.

Situational Leadership Theory

This theory does not consider any leadership style better than others' leadership styles. This leadership theory, like contingency theory, values situational factors. This hypothesis combines two elements. One is leadership style, and the other is follower maturity. According to this theory, a leader should follow the different styles of leadership judging by the situation a leader is facing.

Transformational Leadership Theory

Transformational leadership, often known as Connection Theory, is concerned with the interaction between leaders and their followers. The approach focuses on leaders who can inspire and motivate their followers (Osborne, 2019). Transformational leaders frequently inspire their people by demonstrating the value of the task and the larger good that will arise from it.

Transactional Theories

As the name implies, Transactional Theories focus on how people interact with one another and with authority in the workplace. These leadership styles base their judgments on rewards and punishments. This is a typical business approach that uses rewards and punishments to motivate employees.

Great Man Theory of Leadership

There are many theories about how to be a leader. One of the first theories says that leadership is an inborn trait and that leaders are "born," not "made," or "made and trained." People who are born with the personality traits that make them good leaders are more likely to succeed in leadership roles.

Behavioural Theory

In the Behavioural Theory, you don't look at a leader's features or qualities but at how they act and what they do (Osborne, 2019). This theory is very different from the Great Man Theory and the trait-based approach to leadership. It recognises that successful leadership is the result of a variety of learned or learned skills.

Trait Theory of Leadership

Like the Great Man Hypothesis, this idea proposes that leaders are suited to leadership roles due to their genetic makeup (Osborne, 2019). As a consequence, the theory outlines important traits, including intelligence, responsibility, obligation, and creativity, that allow a person to excel as a leader. As a consequence, the theory outlines important traits, including intelligence, responsibility, obligation, and creativity, that allow a person to excel as a leader.

Management Theories

There are many management theories in the world. Here some of the management theories have been discussed.

Scientific management theory

Forcing employees to put in long hours would lead to a more efficient workplace, claims this hypothesis(Management study, 2020). When doing activities in the workplace, the scientific approach should be employed rather than the leader depending on their own judgement or the personal discretion of team members to make decisions.

Principles of administrative management theory

Leaders had six main jobs: forecasting, planning, coordinating, commanding, and controlling. The theory came up with rules for how leaders should organise and interact with their people in order to be successful(Management study, 2020). The principles should not be set in stone, and the manager should decide how to use them to run a business well and quickly.

Bureaucratic management theory

Bureaucratic management theory is concerned with the organising of organisations in a hierarchical structure in order to provide clear principles of governance(Management study, 2020). People who work for a company should have a clear job description, a clear chain of command, separate personal and business assets of the owner, strict rules and regulations, meticulous recordkeeping, and the selection and promotion of employees based on their performance and qualifications are some of the basic principles for this system.

Human relations theory

This idea, which was developed to increase productivity, served as the basis for the development of the human relations movement. The idea focuses on changes in the working environment, such as lighting, break times, and workday length. Every change tested improved performance.

Systems management theory

This theory holds that firms are built up of many components that must all work together for the larger system to function successfully. As a consequence, the organisation's effectiveness is based

on subsystem synergy, dependency, and interrelationships. This model emphasises the importance of employees, departments, workgroups, and business units.

Contingency management theory

This approach emphasises that no one management strategy works for every organisation. The notion linked a leader's personality traits to how successfully they led their team (Hill, Schilling and Jones, 2019). The notion states that some leadership attributes operate in all situations and that a leader must be adaptable.

Theory X and Y

The notion says there are two methods of managing individuals depending on how they see their team members. Managers that feel their staff are indifferent or uninterested in their employment utilise authoritarian Theory X. Managers that believe their employees are responsible, dedicated, and self-motivated utilise Theory Y (Hill, Schilling and Jones, 2019). Unlike theory X, which promotes micromanagement, it promotes collaboration.

The theories that can be selected by the manager of Beales Department Store show the impact of leadership on the organisation

The manager of Beales Department Store can apply multiple management theories and leadership theories. If the situation is diversified, then one particular style is not the answer. There can be various types of solutions. So the manager of the Beales department store can follow the contingency leadership theories and situational leadership theory. And for managing the Beales Department Store, the manager can adopt the Bureaucratic management theory as this is an organisation and this theory best applies in the organisation to organise the hierarchical structure in order to provide clear principles of governance. The manager of Beales Department Store can follow the Principles of administrative management theory as well. Here manager has six primary objectives to manage the company and the workforce, and those are forecasting, planning, coordinating, commanding, and controlling. In fact, a manager is unable to choose a single leadership or management philosophy to follow. This is because a manager must choose from a variety of various leadership and management approaches depending on the circumstances. These theories should be followed by the management in order to solve the situation.

A review of my own experience of leadership and areas for my own development.

I have learned a lot about myself as a leader and how to make the most of my particular leadership style through group projects, self-evaluations, and the StrengthsFinder assessment. When we were brainstorming ideas for our Visualization Action Project (VAP), it was the first time I got to show off my leadership style in this class. At first, we struggled to come up with a definite plan. When we came up with an idea, I did not quite agree with it, so I voiced my opinion. Everyone had to be on board with what we were doing in order for the project and the team to succeed. Then I have proposed the idea that we should do our project in a way that we would get maximum output. I had to convince everyone to do it in this way because everyone was already agreed to one idea. I knew to work in a group, and if I had to convince everyone and lead to a certain goal, I had to have the qualities of forecasting, planning, coordinating, commanding, and controlling. Later in that project, I was able to lead everyone to achieve success and reach the goal that we wanted.

It is true that I am not effective in every area of leadership. There are several areas in which I may increase my own leadership abilities and abilities. People get an understanding of things through their own personal experience rather than from reading or writing. Leadership, on the other hand, is something that comes with time and experience. It is impossible to attain the qualities of leadership via education alone. It is only through experience and observation of others' leadership abilities that one may develop leadership traits. Through numerous experiences, such as the ones I've stated above, I'd want to improve my overall leadership ability as well. It is also necessary for me to learn from the mistakes of others.

Conclusion

For some individuals, the term "leadership" may have a range of connotations. Individual or group leadership is described as the ability to guide and lead a group of people or the followers of an organisation. From politics to business to non-profits to regional governments, leaders may be found in a wide range of fields(Saini, 2018). An alternative definition of organisational management is "the process of making decisions and organising the resources of an organisation in order to fulfil the organisation's objective effectively and efficiently." To compose my report, I've chosen Beales Department Store. Ideas and models for leadership and management are all throughout this page. The leader of Beales Depart Stores may have an impact on leadership in the organisation if he or she employs these ideas and models in the right way. In this part, I've discussed my past leadership roles and the areas in which I believe I still have room to improve. A road plan for the development of future leaders is also provided in this study.

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Appendix

My leadership development plan

What are my long-term goals for leadership development?	Why do I need to carry out these duties as a leader?	Where can I improve my leadership skills so that I can achieve my career goals?	On this day, my goals will be met.
To be more efficient in my leadership, I have to develop active listening skills	I need to pay attention to what each member of my team has to say if I want to enhance my abilities. I may benefit from my teammate's knowledge and expertise if I pay attention to what he or she has to say.	At the workplace	Date
To be able to focus on time management	As a leader, I need to focus on proper time management and not run behind, and I need to make sure that I set a good example and am available for the team.		
To improve my knowledge, I have to expand and diversify my knowledge	As a competent leader, I must first acquire a broad range of talents in a variety	At the workplace	Date

	of fields. I'll be able to respond to problems more quickly and creatively.		
To be able to create a culture of mentorship	As a mentor, I need to help people develop their leadership abilities. I have to be able to recognise and cultivate these abilities in my colleagues.	At the workplace	Date
The ability to make wise judgments.	I need to pay attention to how the chosen organisation's leader communicates their decisions and how they make them. I need to improve my leadership skills in order to make sound decisions.	At the workplace	Date
To be able to practice the big picture and think ahead for the future.	If I'm going to score a game-winning goal, I'll need to make choices that help the team in the long term.	At the workplace	Date
To be able to practice self-discipline	Decisions that benefit my team rather than a single individual are	At the workplace	Date

	the ones that I must make. It is my responsibility as a manager to weigh all of my alternatives and then determine which one will benefit my organisation most.		
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